



CITY OF LINCOLN PARK
CITY MANAGER



LINCOLN PARK, MICHIGAN



EXECUTIVE RECRUITMENT

COMMUNITY BACKGROUND

The City of Lincoln Park is part of Wayne County, ideally located in southeast Michigan. With a commitment to economic development; a focus on its close-knit neighborhoods; and an active, diverse population the City is ready to work with its next Manager to continue its momentum forward. The City is home to Lincoln Park Public Schools providing exceptional opportunities for synergistic city-school relationships. The City is at the intersection of the major interstate highways of I75 and I94, and close to I96, providing easy access to the region. The City is less than 10 miles from downtown Detroit, only 15 minutes from Detroit Metropolitan Airport (DTW).

What is now Lincoln Park was once the Potawatomi Nation, blessed with streams and rivers, lakes of crystal pure water, virgin forests and abundant wildlife. In 1776 the Potawatomis deeded 4000 acres of land, which included Lincoln Park, to one man, Pierre St. Cosme 'for love and affection'. After Pierre died, his family sold parcels of the land to French farmers that fronted on the Detroit and Rouge Rivers and ran several miles back into the forest.

In 1921, Lincoln Park became a village; in 1925 it became a City. Thanks to Ford's "\$5.00-a-day" wage, many workers bought property in Lincoln Park, and a second expansion came after World War II. Lincoln Park has become a mature, stable community where citizens enjoy a moderate tax base, plentiful parks and recreational facilities, a community renewal program, and its own outstanding museum of local history.

Economic Development

The City has two major retail centers that bookend the community and are ready to be redeveloped with vibrant new businesses. The downtown district offers opportunities for entrepreneurs to locate and join new businesses that have recently opened and many longstanding community establishments. There is a clear opportunity to develop a branding campaign to inform the Metro-Detroit area of the affordable, welcoming and long-standing pride of the City.

Lincoln Park is committed to investing in its infrastructure and community assets. Over the next several years the City will invest millions of dollars from voter approved bond initiatives to improve streets and utilities. A new justice center building, including a courthouse and the potential of a new public safety headquarters, is in the planning stages and will be a vital community resource for decades.

Community Activities

With approximately twenty neighborhood and multipurpose parks, Lincoln Park is truly a City interested in community wellness and outdoor activity. Council Point Park is the newest and is home to two baseball/softball fields, two soccer fields, an inline skating rink, a looped walking path of 1.9 miles, a playscape, a pavilion, a restroom facility and some of the most picturesque scenery in Lincoln Park. The Ecorse Creek runs along the entire length of the park which encompasses approximately 27 acres. Memorial Park features the Kennedy Memorial Building, Senior Center, a War Memorial, an open air bandshell, soccer field, tennis courts, playground, and the Blumrosen Memorial Rose Garden. Youth Center Park is home to the Lincoln Park Community Center and is an absolutely beautiful wooded park. Youth Center also has a fantastic playscape and several pavilions available for general use as well as reservations. The Lincoln Park Farmers and Artisans Market offers unique shopping and community gathering opportunities every Sunday, May through October.

Each year the City hosts a holiday celebration unlike any other, drawing thousands of people to the community to enjoy festivities for the entire month of December. Fantasyland is a magical place filled with the sights, sounds and smells of the Christmas season. Open every year since 1964, families look forward to continuing the tradition for many years to come. See what it's like at the North Pole, where Santa's elves are busy building, repairing, polishing, baking, tending reindeer, and all the other chores that go into making Christmas happen. You'll hear carols being sung by our Fantasyland School childrens' choir while the aromas of peppermint, cookies and chocolate hang in the air.

The City is also just minutes away from major expressways which can lead you to the Detroit Metropolitan Airport, downtown Detroit, Windsor, as well as tourist attractions like The Henry Ford (Museum and Village), The Detroit Institute of Arts, The Detroit Science Center, and major casinos.



SCHOOL SYSTEM/EDUCATIONAL OPPORTUNITIES

From Terry Dangerfield, Superintendent, Lincoln Park Public Schools – “As a district, we are committed to providing an excellent education to every child in every class each and every day. We provide a rigorous and quality academic program through a faculty that is nothing short of exemplary. Not only do our staff members excel at providing rigorous and relevant learning, they also provide students experiences in service to the community. Our diverse student population of over 4,000 students knows and understands the value of a good education. They come to school ready to learn and willing to do whatever it takes to be successful in academics or any of our extracurricular programs. Our parent-teacher association is actively engaged in supporting learning opportunities for our students. They are continually organizing events and activities that assist us in providing students a meaningful educational experience while developing strong home/school connections.”

The City of Lincoln Park is in close proximity to several institutions of higher education, including Wayne State University, University of Detroit Mercy, Henry Ford College, Baker College of Allen Park and Wayne County Community College.

LINCOLN PARK AT A GLANCE

Population

37,028

Land Area

5.9 Square Miles

Media Resident Age

37.2

Median Property Value

\$64,700

Median Household Income

\$42,119

Home Ownership Rate

68.5%

Demographics

68.6% White

20.6% Hispanic/Latino

6.66% Black/African American

L I N C O L N P A R K M I

Wayne County is home to many industries, including advanced automobile manufacturing and innovative health care systems.

Top 10 Regional Employers

Company	Industry
Ford Motor Company	Automotive manufacturer
General Motors Company	Automotive manufacturer
Henry Ford Health System	Health care system
Illitch Companies	Food and Entertainment
Trinity Health	Health care system
U.S Government	Federal government
Rock Ventures	Portfolio of companies
Detroit Medical Center	Health care system
Blue Cross Blue Shield of Michigan	Health care insurer
DTE Energy Co.	Energy company

**Detroit Regional Chamber of Commerce, 2016*



Lincoln Park City Government

Lincoln Park is governed by its local Charter, with City Council delegating duties to the City Manager. The Mayor and City Council are elected at large every two years. The City Manager directs and coordinates the activities of the various city departments; advises the Mayor and Council on city operations and programs; recommends policies, programs and operating procedures to the Mayor and Council. The City Manager attends council meetings and serves on various boards and commissions.

The City operations include assessing, building, human resources, office of the clerk, office of the treasurer, planning and development, finance, fire, police, parks and recreation and public services (streets, parks, water distribution, storm water and motor pool). The City has 119 full-time employees, represented by seven (7) labor unions. Lincoln Park's General Fund budget is approximately \$23.7 million and a total all-fund budget of the city is approximately \$40 million. The City's financial position is improving and becoming more stable.

In 2003, consistent with the City Charter, the City appointed its first City Manager. From mid-2014 through late-2015, the City consented to a State appointed emergency manager. In 2015, after a national search, City Council appointed its own City Manager who worked with a State appointed Receivership Transition Advisory Board to return local power. In July 2017, full local authority was returned to the City of Lincoln Park. The City's current Manager has very successfully worked with the elected officials to establish a positive culture among the department heads, elected officials and the public. The next City Manager will have a very important role in continuing the positive momentum the City has experienced in recent years.

CHALLENGES/OPPORTUNITIES FOR THE CITY MANAGER

The City Manager position offers a unique opportunity for an individual who can provide collaborative leadership to a group of dedicated department heads, while being fully engaged in advising City Council on how its policy objectives can be achieved.

The successful candidate will provide strategic management to continue improving the City's financial position and successfully execute several capital projects; while also providing innovative and engaging leadership to capitalize on the City's economic development opportunities. This combination of internal management and external leadership requires a dedicated and talented public manager. The Manager is a highly visible position in the City of Lincoln Park, requiring well-developed public communication skills and public relations experience.

The City is experiencing an interesting intersection of modest financial improvement and numerous demands/opportunities for investment. The next City Manager will have an opportunity to help guide the prioritization and revitalization of the community.

The City is ready for comprehensive and coordinated marketing, branding, and social media messaging to attract and retain families in collaboration with the School District's efforts. Younger families could be informed about the benefits of investing in the City's attractive and affordable homes, including being within an easy commute to centers of employment.

The next City Manager will be expected to:

- ⇒ Institute a model work environment that blends leadership, accountability and a positive social environment.
- ⇒ Develop a deep understanding of the City's financial and organizational challenges and opportunities towards developing a comprehensive financial prioritization plan.
- ⇒ Identify and successfully obtain funding to accomplish capital improvement and economic development goals.
- ⇒ Have a genuine passion for public service; be devoted to the staff, citizens and the community.

Candidate Qualifications

Candidates are required to have:

- Bachelor's Degree in Public or Business Administration or similar field of study. Master of Public Administration (MPA) or Master of Business Administration (MBA) preferred.
- Five or more years of progressively more responsible municipal management experience as a City Manager. Candidates with comparable professional experience and/or education are encouraged to apply.
- Skilled in working and collaborating with elected officials, boards and commissions, employees, community groups, the news media and other stakeholders. Experience in interacting with external organizations in a constructive, cooperative, and mutually supportive manner, while representing the City's interests.



Photo by Ian Kushnir

LEADERSHIP STYLE AND PERSONAL TRAITS

The City is most interested in individuals who have strong knowledge in local government issues, including a proven track record in administration, finance, economic development and neighborhood revitalization. Candidates must have the ability to communicate with elected officials, staff and public in a trustworthy and ethical manner. Must possess strong financial management abilities with emphasis on financial forecasting, cost-benefit analysis, revenue enhancement, capital improvement, grant acquisition/administration and budget development and control. Knowledge of modern policies and practices of Public Administration, municipal finance, human resources, public works, public safety and community development are vital to success in this position.

Ideal candidates will have experience in leading similar organizations and a track record of effectively collaborating with community partners. Individuals are encouraged to apply who can think strategically and remain focused on the city's long-term goals, while being willing to be innovative to address the changing needs of the city. Skill in facilitating communication among individuals with different opinions is highly valued and critical for success.

The City is looking for a Manager that will be patient and understand the City's history but also be willing to move the forward City with innovative ideas and efforts. Maintain a calm demeanor during times of stress, while being open to listening to concerns and addressing them with options to facilitate fair solutions. Have complete personal and professional integrity, gaining respect and inspiring the trust and confidence of subordinates, co-workers, and elected and appointed officials, and other stakeholders.

EXPERIENCE AND MANAGEMENT SKILLS

Demonstrated skill in municipal finance and budgeting.

Researching, preparing and defending well-considered recommendations to elected officials, and proactively setting priorities for employees to complete primary objectives.

Be skilled at attracting and retaining highly capable professional staff and experienced in evaluating staffing needs and implementing changes to meet current and future fiscal and program service needs.

Embrace the City's equity and inclusion efforts and proactively engage with community leaders to support the continuing integration of the community.

Demonstrate an ability to keep City Council informed about emerging issues with advanced notice to provide ample opportunity for them to consider the implications and alternatives for action.



CITY OF LINCOLN PARK



COMPENSATION AND HOW TO APPLY

The City offers its City Manager a renewable two-year employment agreement. The starting salary will be in the range of \$100,000 - \$125,000, dependent on qualification and experience (DOQE). The City also offers a generous benefit package.

Apply online to www.govhrjobs.com with resume, cover letter, contact information and five (5) professional references by November 22, 2019 to the attention of Jaymes Vettrano, Vice President, GovHR USA, 630 Dundee Road, Suite 130, Northbrook, IL 60062 Tel: 248-379-8923.

